



Congress and Publications

2020/09

Realized by Priscila Malanski at 09/10/2020

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Congress

21st Triennial Congress of the International Ergonomics Association

Welcome to IEA 2021. The Congress theme, "HFE (Human Factors and Ergonomics) in a connected world/L, ergonomie 4,0", speaks to the role of emerging G5 technologies. Of course, while the technical program will feature theme-related sessions, the Congress will cover the full breath of traditional and emerging HFE topics and applications.

Links : <https://iea2021.org/>

Le travail détaché en agriculture - SFER

Frédéric Décosse est sociologue au CNRS. La présentation de ses travaux porte sur le travail détaché en agriculture. Un focus sera réalisé sur les impacts du Covid pour cette catégorie de travailleurs agricoles.

Mardi 13 octobre 2020, 18h-19h30, le séminaire se fera en visioconférence

Links : <https://www.sfer.asso.fr/les-seminaires.html>

3R - Rencontres autour des Recherches sur les Ruminants

3R 2020, une 25me édition numérique au plus près des grands enjeux des filières animales.

En raison de la situation sanitaire, les 3R 2020 n'auront pas lieu sur site comme prévu mais seront transformés en événement numérique entièrement distance.

Une formule alternative est en cours de construction, au plus près du programme initialement prévu. Découvrez prochainement les nouvelles modalités de participation.

Découvrez tout le programme de cette 25me édition :

changement climatique, levage de précision et numérique, compétitivité des filières et attractivité, efficacité et résilience alimentaires, microbiome

des synthèses invitées pour prendre du recul sur ces thèmes majeurs

des formats de communication variés pour rythmer les sessions

des Expériences et Innovations de terrain pour démontrer le lien entre recherche et application

Links : <http://www.journees3r.fr/>

Tags : Skills and training

CIER 2021

Sob o título "A construção da ruralidade de hoje: territórios para a vida" se procura, nesta oportunidade, abarcar a diversidade de interesses e abordagens teóricas, metodológicas e empíricas daqueles interessados em participar e compreender os múltiplos territórios, populações e dinâmicas locais no

mundo contemporâneo globalizado. O Congresso procura incluir entre suas temáticas, o interesse pelos territórios rurais, seu aproveitamento e sustentabilidade, as disputas e conflitos socioambientais, sua capacidade de manter suas qualidades e ferramentas para enfrentar os desafios impostos pelo desenvolvimento rural à agricultura, aos agronegócios e às cadeias alimentares. Para isso, este Congresso propõe analisar os mercados de trabalho rural, as políticas públicas, o desenvolvimento territorial e o bem-estar, a inovação e a mudança tecnológica, sem esquecer os habitantes do meio rural, a inclusão e a desigualdade, as identidades e as representações sociais. Tudo isto num contexto de grandes desequilíbrios sociais e territoriais, situação que leva com que as populações rurais estabeleçam estratégias de adaptação em momentos de aceleradas transformações.

Esta edição do Congresso CIER oferece a oportunidade de analisar e debater propostas, resultados de pesquisas e experiências reais em áreas rurais de diferentes contextos geográficos e socioculturais, especialmente na Europa e na América Latina.

Links : <https://cier2020.cl/>

Publications

Rural Migration and Urbanization in China: Historical Evolution and Coupling Pattern

Using a population dataset of China, this study analyzes the spatial pattern of rural migration and urbanization and their coupling coordination relationship and investigates the causes of their spatial heterogeneity. Results show that rural migration and urbanization from 1978 to 2017 can be divided into three stages, i.e., the recovery and development stage, the stable and rapid development stage, and the stage of promoting the citizenization of the rural migrant population. From 2000 to 2010, counties with average annual growth rates of the ratio of rural migration (GRM) ranging from 0 to 5.00% showed a spatial pattern of ubiquitous distribution, while there were significant spatial inequalities in the average annual growth rates of the urbanization rate of the residential population (GUR) and hukou-registered population (GUH). Since urbanization and rural migration are two synergistic processes, coupling coordination degrees (CCDs) between GRM and GRU as well as GRM and GUH were generally between 0.60 and 0.80. Due to the gaps in socioeconomic development, spatial distance, and the policy system, they also showed regional heterogeneity, and there were notable differences in CCD between rural migration and urbanization of residential and hukou-registered populations. Finally, we propose that China should implement targeted and people-oriented measures to guide rural migration, promote new-type urbanization, and achieve integrated urban-rural development.

Links : <https://www.mdpi.com/2071-1050/12/18/7307>

Tags : Migration

Rapid Response to COVID-19 in Agriculture: A Model for Future Crises

Objective

The Western Center for Agricultural Health and Safety (WCAHS) at the University of California, Davis implemented a multifaceted rapid response to COVID-19 in the western United States. This paper describes the center's response from mid-March through June 30, 2020.

Methods

A comprehensive needs assessment was conducted with agricultural stakeholders. Agriculture-specific COVID-19 resources were developed and disseminated, and a farmer/employer survey was launched.

Results

The WCAHS COVID-19 resources web page, worksite checklist, and training guide were shared on over 50 web pages nationally. As of June 30, 2020, 282 online surveys have been received. Ongoing informal discussions with agricultural stakeholders indicate a disconnect between the experiences of farmers/employers and farmworkers in relation to COVID-19 prevention at the worksite. Initial survey responses indicate that implementing social distancing is one of the greatest challenges at the worksite. Confusion over local, state, and federal guidelines and which to follow is another concern.

Conclusion

The WCAHS response to COVID-19, in close collaboration with agricultural stakeholders, represents a useful model for a rapid response to a public health crisis by regional centers. Key elements to its success include rapid personalized communication with a wide range of agricultural stakeholders, an actively engaged External Advisory Board, the development of industry-specific resources and information, recurring and iterative engagement with stakeholders as new COVID-19 information emerged and resources were developed, and the identification of the unique gap WCAHS was positioned to fill. The multipronged dissemination approach enhanced the reach of WCAHS COVID-19 resources.

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2020.1815618?af=R>

Tags : Health and decent work, Extension

Reaching Invisible and Unprotected Workers on Farms during the Coronavirus Pandemic

Deemed by the federal government as “essential” to the country, immigrant field and dairy workers were told to keep working despite statewide stay-at-home directives in New York State. Undocumented workers that might choose not to comply would risk the loss of employment (with no access to unemployment benefits due to their immigration status) and eviction from employer provided housing. Due to the nature of working and living conditions on farms, social distancing among farmworkers is nearly impossible and farmworkers were not provided with Personal Protective Equipment (PPE) until infections were at an alarmingly high rate in NYS. Once infected, farmworkers were directed to contact County Health Departments that were frequently unfamiliar with the farmworker population and often lacked the necessary language or cultural competency skills to provide services to that community. Local community members expressed opinions that immigrant farmworkers were transmitters of the virus contributing to high levels of fear and mistrust in rural communities. Trusted organizations such as the Cornell Farmworker Program (CFP) mobilized to provide information, PPE, and other needed supports during the coronavirus pandemic. To support these efforts, the Cornell Farmworker Program transitioned from face-to-face interactions to large-scale two-way communications through cell phones and text messages and partnered with Finger Lakes Community Health, a federally designated migrant farmworker health provider to bridge the gaps in rural health provision to farmworkers.

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2020.1815625?af=R>

Tags : Health and decent work

Virtual Outreach: Using Social Media to Reach Spanish-speaking Agricultural Workers during the COVID-19 Pandemic

Face-to-face outreach and in-person training have traditionally been key strategies in reaching agricultural producers, workers, and communities with safety and health information, but the COVID-19 pandemic has forced outreach educators to be creative and find alternative ways to reach, communicate, and share such information. In this commentary, we describe our use of social media to reach Latino/a cattle feedyard workers with COVID-19 related information. As a result of our effort, we reached over 54,000 people and demonstrated there is an audience for Spanish-language agricultural safety and health information. Social media can be a cost-effective method for virtual outreach in this new normal. We should look at this time as an opportunity to learn more about how our stakeholders obtain information and about how best we can connect with them. Although our outreach methods may be changing, our goal is not - we will continue to work to improve the safety and health of those who work in agriculture.

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2020.1814919?af=R>

Tags : Migration, Health and decent work

LGBTQ+ Farmer Health in COVID-19

The limited data on LGBTQ+ farmers demonstrate that this population lacks adequate healthcare access and faces stigma in agricultural communities. Given that COVID-19 disproportionately impacts LGBTQ+ populations, we investigate how working conditions and healthcare bias may expose LGBTQ+ farmers - essential employees - to high risk of transmitting the virus. During COVID-19, LGBTQ+ farmers may experience worse mental health outcomes as they face occupational and identity-based stressors. Conversely, LGBTQ+ farmers may also demonstrate mental health resilience during COVID-19 due to pre-existing socially distant networks they created in light of agricultural heterosexism. What is unique about COVID-19 is that healthcare inequities of a relatively small percentage of the agriculture workforce has amplifying implications for the entire agrifood system. We call for research on LGBTQ+ farmers to understand how sexuality impacts agricultural health, to uncover health risks and protective factors that may increase the health of farming communities, and to support essential food production during a pandemic.

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2020.1814923?af=R>

Tags : Health and decent work

The COVID-19 Impact on Childcare in Agricultural Populations

The corona virus pandemic pulled back the curtain on rural America's already fragile childcare system and shed light on the critical role that quality, affordable, accessible childcare plays in the lives of workers and families, as well as in the success of agricultural businesses. This commentary aims to describe how existing childcare problems were exacerbated by the COVID-19 pandemic, potentially impacting both the health and economics of farm households and farmworker families. For solutions to be successful, efforts will need to be collaborative, with federal interventions spurred on by childcare stakeholders. Successful

collaborations will result in a better childcare system that nurtures children while their parents contribute to our nation's production of agricultural products.

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2020.1815616?af=R>

Tags : Child labour, Health and decent work

Health Care and Health Insurance Access for Farm Families in the United States during COVID-19: Essential Workers without Essential Resources?

In the midst of the COVID-19 pandemic, farmers and farm workers have been deemed essential workers across the world. Yet, despite working in one of the most dangerous occupations, and despite being especially vulnerable to the virus (due to existing health risk factors and risk of infection stemming from difficulties adopting control measures), many farmers and farm workers in the United States have long lacked essential resources to ensure they can meet their health needs: affordable and accessible health insurance and health care. In this commentary, we draw on our own research focused on farm families and collective experiences to discuss three main challenges farm families have faced meeting their health needs: reliance on off-farm work for health insurance coverage, the need to forecast income when purchasing a plan on the health insurance marketplace, and barriers to health care in rural areas. As we discuss these challenges, we highlight the ways in which the COVID-19 pandemic is likely exacerbating these pressures. Recognizing that major crises in the past have led to major shifts in economic, social, and political systems, the disruptions brought on by COVID-19 could be leveraged to work toward increasing access to affordable and adequate health insurance and health care. As such, we conclude our commentary by outlining policy reforms and research efforts that are needed to ensure that those working in the farm sector have access to essential resources to preserve their health and safety

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2020.1814924?af=R>

Tags : Health and decent work

From Bad to Worse: The Impact of COVID-19 on Commercial Fisheries Workers

This commentary provides an overview of the impact of COVID-19 on the commercial fishing industry. The information highlighted in the article was gathered from fishermen, fishing industry experts, health and safety advisors, and advocates. From these first-hand accounts, we provide the immediate and expansive impacts of COVID-19 on fishermen's health and wellbeing. In particular, we discuss the economic impact of COVID-19 market disruptions, as well as the very real, logistical challenges of protecting workers on fishing vessels. We also provide examples of how these combined issues have led to increased occupational risk in one of the nation's most deadly industries. Lastly, we identify a number of recommendations for providing much-needed support for commercial fishermen in light of the COVID-19 pandemic.

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2020.1815617?af=R>

Economic Development and Changes in Human Resource Management in a Sustainable Agricultural Sector: Recent Evidence from Brazilian Sugar-Alcohol Companies

Economic development causes significant changes in the innovative processes of resource management. The purpose of this article is to discuss the sustainability of resource management in sugar-alcohol companies operating in the most productive areas of Brazil and to analyze the profile of the companies in the sector in terms of innovation and adherence to practices of human resource management. The methodological procedures were based on qualitative research. Data collection was directed toward the population of companies in the sector of cane brandy production, having as the main criteria representativeness of human resource management and to be active. The results indicate that human management tends to be traditional in spite of several current economic challenges. The conclusions also highlight that the most highly mechanized companies are those that have adhered to strategic policies and practices, and that the traditional model of human management prevails in more than 70% of companies

Links : <https://www.mdpi.com/2071-1050/12/18/7559>

Tags : HRM

How Will Mechanizing Mung Bean Harvesting Affect Women Hired Laborers in Myanmar and Bangladesh?

Farm mechanization can promote the economic sustainability of small farms and in the context of cereal-legume systems strengthen plant protein-based diets, which support human health and environmental sustainability. However, mechanization inevitably displaces hired laborers who depend on manual farm work for their income. Few studies have systematically analyzed the differential effects on women and men hired labor. Here, we use primarily qualitative data from Myanmar and Bangladesh to test the hypothesis that the effects of mechanizing mung bean harvesting—which is now commencing in both countries—are likely to weaken women hired workers' economic and personal empowerment. We focus on rural landless women laborers as an important part of the agricultural labor force. The results broadly confirm the hypothesis, although there is variation between the research sites. Harvesting mung beans is the only fieldwork task available to many landless women, particularly married women with children, in both countries. Gendered restrictions on women's mobility and their role as family caregivers, as well as norms about appropriate work for women and men, restrict women's options regarding alternative work both locally and further away. The effects are likely to be particularly negative in locations with minimal off-farm economic diversity and more restrictive gender norms. Overall, men across all sites will be less affected since their participation rates in harvesting and post-harvest processing are low. They are less restricted by gender norms and can travel freely to find work elsewhere. However, women and men in low asset households will find it problematic to find alternative income sources. Less restrictive gender norms would help to mitigate the adverse effects of farm mechanization. It is important to invest in gender transformative approaches to stimulate change in norms and associated behaviors to make a wider range of choices possible.

Links : <https://www.mdpi.com/2071-1050/12/19/7870>

Tags : Gender, Innovation

Competing Roles and Expectations: Preliminary Data from an Agricultural Extension Survey on COVID-19 Impacts

Agricultural Extension professionals play a critical role in outreach and translation of research to practice. Extension has not only been an audience for Agricultural Safety and Health Center work, but also an essential partner in promoting evidence-based farm health and safety in communities. This commentary stems from a collaborative effort among Center leaders across the nation who developed a set of surveys to explore the ways COVID-19 has affected Extension professionals. Preliminary data gathered from across the nation suggest that while many Extension professionals feel prepared to address challenges from the pandemic and are well supported by their State and Center's resources, over half also reported moderate to great difficulty in balancing personal and professional needs and, to a lesser extent, balancing remote work and family needs. Because Extension professionals act as connectors between Agricultural Safety and Health Centers and farmers and their families, they serve in a role similar to first-responders. COVID-19 has exacerbated the potential for anxiety, stress, and other mental health concerns among this group. With COVID-19 numbers rising at an especially fast rate among agricultural workers, it is important to attend to the wellbeing of the professionals who work with them.

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2020.1815619?af=R>

Tags : Extension

Invisible No More: The Impact of COVID-19 on Essential Food Production Workers

From the farms to the packing plants, essential workers in critical food production industries keep food on our tables while risking their and their families' health and well-being to bring home a paycheck. They work in essential industries but are often invisible. The disparities illuminated by COVID-19 are not new. Instead, they are the result of years of inequities built into practices, policies, and systems that reinforce societal power structures. As a society, we are now at an antagonizing moment where we can change our collective trajectory to focus forward and promote equity and justice for workers in agriculture and food-related industries. To that end, we describe our experience and approach in addressing COVID-19 outbreaks in meat processing facilities, which included three pillars of action based on public health ethics and international human rights: (1) worksite prevention and control, (2) community-based prevention and control, and (3) treatment. Our approach can be translated to promote the health, safety, and well-being of the broader agricultural workforce.

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2020.1814925?af=R>

Tags : Health and decent work

The Availability of H-2A Guest Farm Workers during the COVID-19 Pandemic

The COVID-19 pandemic has significantly altered social and economic dynamics in the United States and elsewhere in the world. Mandates establishing social mobility constraints have led to substantially diminished economic production and retrogression as the economy confronts another economic recession.

This article analyzes the effect of the current economic situation on the farm sector's labor sourcing predicament. The COVID-19 pandemic imposed additional restraints and challenges on farm labor availability on an industry that has become increasingly dependent on foreign labor. When the COVID-19 pandemic started, the government issued travel bans, border entry restrictions, and suspension orders for consular operations and visa processing. This article clarifies how disruptions in travel and government operations have affected the inflow of foreign farm workers coming into the country under H-2A working visas.

Links : <https://www.choicesmagazine.org/choices-magazine/theme-articles/covid-19-and-the-agriculture-industry-labor-supply-chains-and-consumer-behavior/the-availability-of-h-2a-guest-farm-workers-during-the-covid-19-pandemic>

Tags : Migration, Health and decent work

COVID-19 Risk Factors Vary by Legal Status among Florida Crop Workers

Our analysis suggests that COVID-19 risk factors vary across the counties of Florida and between legal status groups—specifically, between H-2A guest workers and unauthorized farmworkers. The federal H-2A guest workers program provides legal, nonimmigrant visa classification to foreign-born workers seeking to perform agricultural work of a temporary nature, typically lasting no longer than one year, for which able, willing, and qualified U.S. workers are not available. Unauthorized workers are foreign-born workers who lack proper, legal documentation to work in the United States. We discuss implications of our findings for planning targeted measures for the health and safety of both legal status groups and for keeping crop farms operational amid the battle against the new virus.

Links : https://www.choicesmagazine.org/UserFiles/file/cmsarticle_749.pdf

Tags : Migration, Health and decent work

COVID-19: Effects on U.S. Labor, Supply Chains and Consumption Imagery Article

COVID-19 has disrupted labor employment, supply chains and consumer behavior in the U.S. This infographic discusses these effects paying particular attention to labor concerns in agriculture and the unemployment effect by ethnicity and race, as well as the effect on the supply changes and the long-run effects in consumers behavior and how the pandemic has restricted the access of H2A workers into the U.S. which may have effects on crop production. The epidemiological data in this infographic also suggests that crop workers are susceptible to COVID-19 due to underlying health and social risk factors. Given the rapidity with which the crisis induced by the pandemic has evolved, the main intent of this infographic is to describe the situation in its current form. However, it highlights long-term implications for the agricultural industry.

Links : https://www.choicesmagazine.org/UserFiles/file/cmsarticle_755.pdf

Tags : Rural Employment

Theme Overview: COVID-19 and the Agriculture Industry: Labor, Supply Chains, and Consumer Behavior

Following a period of sustained growth that lasted over a decade, the U.S. economy was plunged into a recession by the onset of the COVID-19 pandemic in the first quarter of 2020. While the pandemic's impact has been felt throughout the economy, the agriculture industry has been particularly affected as a range of COVID-19 related factors have disrupted agricultural supply chains. Despite the U.S. Department of Homeland Security's designation of the food and agriculture sector as "critical infrastructure" during the pandemic, demand and supply-side labor issues have been predicated by state stay-at-home mandates, restaurant and school closures, virus outbreaks at food-processing facilities and farms, precautionary measures implemented by agricultural businesses, immigration policies, and consumers' spending behavior, among other things. As state governments relax shut-down orders in mid-2020 and businesses begin to reopen, uncertainty surrounds the economic outlook for the agriculture industry. Further complicating the situation is fear of another spike in nationwide COVID-19 cases in the coming months.

Links : <https://www.choicesmagazine.org/choices-magazine/theme-articles/covid-19-and-the-agriculture-industry-labor-supply-chains-and-consumer-behavior/theme-overview-covid-19-and-the-agriculture-industry-labor-supply-chains-and-consumer-behavior>

Survey of Members of the Indian Society of Labour Economics on the COVID-19 Crisis and Employment

Beyond the immediate impact of the COVID-19 pandemic on health and mortality, there are major consequences for the labour market. But the information available on this impact is quite fragmented and often anecdotal. Many members of the Indian Society of Labour Economics (ISLE) have personal experience or knowledge of the impact of the crisis, or have local sources of information and research results, so they constitute an important pool of expertise on the labour market issues concerned.

An online survey of ISLE members was therefore carried out in the last week of May 2020 to ask for their assessments of the impact of the COVID-19 crisis and their views on the policies needed to overcome it, prior to the ILO-ISLE-IHD virtual conference held on 8-9 June. The questionnaire is given in the supplementary material. Footnote1

Links : <https://link.springer.com/article/10.1007/s41027-020-00275-w>

Tags : Gender, Rural Employment, Migration, Child labour, Health and decent work, Policy

Essential and Vulnerable: Implications of Covid-19 for Farmers in Ireland

In this paper, we consider the findings of ongoing research that profile the vulnerability of the population living in rural areas to COVID-19 before comparing the health status of male farmers to underlying medical conditions frequently associated with those experiencing the worst impacts of the illness. Analysis of the 2011 Census of Population data established that 11% of farmers are living alone and that a substantial proportion of these are living in areas with a population density with less than 30 people per km²; i.e.

these are more remote or inaccessible areas. The population of many rural areas, and farmers, in particular, are highly vulnerable to adverse outcomes of COVID-19 infection.

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2020.1814920>

Tags : Health and decent work

Africa's youth in agrifood systems: Innovation in the context of COVID-19

Prior to the COVID-19 pandemic, young entrepreneurs in agrifood systems in sub-Saharan Africa were already facing a number of challenges. The main challenges include limited access to natural resources, finance, technology, knowledge and information, and insufficient participation in policy dialogues and other decision-making processes. The COVID-19 pandemic and its disruptions to agricultural value chains are presenting additional hurdles for these agripreneurs.

Without focused and appropriately designed response interventions addressing their specific constraints and contexts, it is increasingly observed that some of the policy responses and measures put in place by governments to halt the spread of the virus are exacerbating the existing challenges that the youth are facing in engaging in agrifood systems. For example, several formal and informal micro, small and medium-sized agribusinesses that employ many young people, have been forced to close or downscale significantly as a result of lockdowns and movement restrictions at national and local levels.

Links : <http://www.fao.org/3/cb0539en/cb0539en.pdf>

Tags : Youth

RURAL POVERTY REDUCTION Highlights of FAO support in Africa (2018-2020)

Despite an average 4.6 percent annual GDP growth rate between 1995 and 2013, the number of Sub-Saharan Africa's poor increased from 276 to 413 million in 1990-2015. Poverty in Africa remains a predominantly rural phenomenon - 82 percent of the poor live in rural areas, 70 percent of whom derive their income from farming.

Links : <http://www.fao.org/3/cb0482en/cb0482en.pdf>

Tags : Rural Employment, Youth

Effects of employer management on employee recruitment, satisfaction, engagement, and retention on large US dairy farms

Lack of employee engagement and satisfaction and high turnover rate of employees are major problems on some US dairy farms. Farm adoption of human resource management (HRM) practices varies widely. Using feedback from 168 employees from 12 large dairy farms, our objectives were to understand employee perceptions of HRM strengths and weaknesses and their influence on (1) employee satisfaction, (2) retention of employees, (3) willingness of employees to recommend the farm as a place to work, and (4) level of employee engagement on the farm. Employees who rated their employers higher for almost

any management-related question (MRQ) were more satisfied in their jobs and more likely to recommend their place of work to other potential employees. Employees reported a higher intention to stay on the farm when employers scored higher on MRQs connected to employer-employee relationships. Employees who rated “Relationships” (a component consisting of 5 MRQs) higher were more likely to have a higher rate of satisfaction, were more likely to intend to stay at their job, and were more likely to recommend their place of work to others. No single management question was positively related to employee engagement (as measured by employees having and sharing ideas to improve the business); however, ethnicity, gender, job role, duration of employment, and employee’s self-appraisal of their desire to learn and commitment to the farm were each associated with engagement. Female employees were less likely to provide ideas to their employers (compared with male employees), as were Spanish-speaking employees (compared with English-speaking employees). Differences between Spanish- and English-speaking employees were also present in measures such as intention to stay (shorter) and willingness to recommend the farm as a place to work (higher). Employees who rated themselves higher on their desire to learn and commitment to the farm were more likely to provide ideas to their employers, as were longer-term employees. In conclusion, we inferred that dairy farm management can improve employee retention and engagement through improved use of HRM practices.

Links : [https://www.journalofdairyscience.org/article/S0022-0302\(20\)30499-9/fulltext](https://www.journalofdairyscience.org/article/S0022-0302(20)30499-9/fulltext)

Tags : Hired work, HRM

Occupational safety and health in forest harvesting and silviculture

The present working paper is primarily intended for producer organizations, trade unions, vocational training institutes, extensionists, instructors and relevant public bodies. The document addresses the forest as a work place, safety culture, workplace assessment, accident prevention and management, child labour, gender issues and selected health and safety issues. Reliable statistics on accident and fatality rates in forestry are missing, data available however indicates that forestry is a high-risk occupation. Workplace conditions in forestry are a function of site conditions, climate, weather, terrain and tree characteristics.

The fundamentals of accident prevention are reduced hazard exposure and worker safety training. The first is achieved through risk assessments to identify hazards. Workers should be prepared for accidents at all times. Accident analysis is done to identify what occurred, the causes of the accident and how similar accidents might be avoided in future.

Child labour is a human-rights issue and relevant to occupational safety and health. Reliable data on child labour in forestry is almost completely absent. Women in forestry can be exposed more often than men to musculoskeletal disorders, respiratory diseases and reproductive disorders due to chemical exposure. Women generally have a working capacity one-third lower than men. Heat stress occurs when the body is unable to dissipate heat to its surroundings. Heat stroke is the most serious health risk posed by heat stress. Risks and hazards associated with NWFPs derive from activities like climbing, cutting with sharp tools, digging and gathering, picking, and long and/or heavy manual transport.

Links : <http://www.fao.org/documents/card/en/c/ca8773en>

Tags : Child labour, Health and decent work

L'œil du forestier, instrument et miroir de l'activité professionnelle

Dans cet article, nous proposons d'examiner « l'œil du forestier » comme un instrument et un miroir de l'activité cognitive du forestier quand il doit réaliser un diagnostic de parcelle forestière en vue de prendre des décisions d'actions sylvicoles. Comment voir et apprendre à voir dans un environnement vivant que l'ergonomie cognitive qualifie d'environnement complexe et dynamique ? Dans une perspective de didactique professionnelle, nous étudions comment le « savoir voir » des forestiers s'exerce en situation, s'enseigne et se construit en formation. Nous analysons les compétences visuelles des forestiers mobilisées dans l'activité professionnelle en situation de travail et en formation et dégageons les principaux concepts organisateurs qui structurent leur représentation de la forêt. Nous modélisons à la suite une structure conceptuelle de la situation de diagnostic d'une parcelle forestière prenant en compte différentes variables et indicateurs pour raisonner et articuler peuplement et station, production et écologie. Ces résultats peuvent constituer une ressource potentielle au développement d'une intelligence professionnelle du « savoir voir » forestier.

Links : <https://journals.openedition.org/rac/8371>

Où va le temps de travail ? Temps de travail et temps libre

Coup sur coup viennent de paraître deux ouvrages collectifs qui témoignent bien de l'intérêt soutenu pour l'étude des temps sociaux et du temps de travail. L'évolution des perspectives semble maintenant très nette : d'une sociologie du temps, on est passé à une sociologie des temps sociaux. Tout comme la sociologie du travail s'est déplacée vers des travaux actuels sur les formes de plus en plus diversifiées du travail et des temps de travail. Deux ouvrages, trente-cinq collaborations : le cercle des chercheurs s'élargit de plus en plus, le dynamisme de la recherche est bien assuré.

Links : <https://journals.openedition.org/sdt/34009>

Situation sur le marché du travail durant la crise sanitaire Au 1er septembre 2020

Dans le contexte actuel de crise sanitaire, la Dares publie, en collaboration avec la Délégation générale à l'emploi et à la formation professionnelle (DGEFP) et Pôle emploi, un suivi d'indicateurs éclairant la situation sur le marché du travail. De manière inédite, les indicateurs proposés sont issus de l'exploitation de données journalières ou hebdomadaires. Ils sont donc nécessairement plus fragiles que ceux traditionnellement diffusés sur ces différentes thématiques. Ils sont également susceptibles d'être révisés dans les semaines qui viennent.

Cette seizième édition fournit des informations sur l'activité partielle (ou chômage partiel), les restructurations, les inscriptions à Pôle emploi, les entrées en formation des demandeurs d'emploi, les contrats aidés, les demandes d'aides enregistrées pour les emplois francs, les entrées en PACEA (parcours contractualisé d'accompagnement adapté vers l'emploi et l'autonomie) et en Garantie jeunes ainsi que les offres d'emploi en ligne.

Links : https://dares.travail-emploi.gouv.fr/IMG/pdf/dares_tdb_marche-travail_crise-sanitaire_1er_septembre_2020.pdf

A psicologia do trabalho : um apanhado

Este apanhado pretenderá fazer sobressair alguns traços importantes da psicologia do trabalho. Não pretende substituir-se aos textos mais completos consagrados à apresentação da disciplina que se encontram nomeadamente nos manuais (tomo I do *Traité de Psychologie Appliquée*, por exemplo). Poderá ajudar o leitor a se situar e a interrogar os textos que se seguirão.

Links : <https://journals.openedition.org/laboreal/16166>